

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2307
Revision No.: 23
Date of Last Revision: 05/29/2002

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.46
Accounting Clerk II	11.70
Accounting Clerk III	13.47
Accounting Clerk IV	16.15
Court Reporter	12.84
Dispatcher, Motor Vehicle	14.39
Document Preparation Clerk	10.51
Duplicating Machine Operator	10.51
Film/Tape Librarian	10.02
General Clerk I	8.88
General Clerk II	10.51
General Clerk III	12.20
General Clerk IV	14.42
Housing Referral Assistant	17.00
Key Entry Operator I	9.37
Key Entry Operator II	11.74
Messenger (Courier)	8.63
Order Clerk I	10.43
Order Clerk II	13.33
Personnel Assistant (Employment) I	12.45
Personnel Assistant (Employment) II	14.19
Personnel Assistant (Employment) III	15.77
Personnel Assistant (Employment) IV	17.15
Production Control Clerk	15.35
Rental Clerk	11.91
Scheduler, Maintenance	12.45
Secretary I	12.45
Secretary II	14.56
Secretary III	17.00

Secretary IV	20.18
Secretary V	22.71
Service Order Dispatcher	19.25
Stenographer I	10.43
Stenographer II	11.91
Supply Technician	20.18
Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	10.23
Test Examiner	14.56
Test Proctor	14.56
Travel Clerk I	9.87
Travel Clerk II	10.67
Travel Clerk III	11.45
Word Processor I	11.06
Word Processor II	13.52
Word Processor III	14.08

Automatic Data Processing Occupations

Computer Data Librarian	11.72
Computer Operator I	12.63
Computer Operator II	13.56
Computer Operator III	16.95
Computer Operator IV	20.82
Computer Operator V	21.75
Computer Programmer I (1)	18.58
Computer Programmer II (1)	23.82
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.56

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.03
Automotive Glass Installer	18.59
Automotive Worker	18.59
Electrician, Automotive	19.32
Mobile Equipment Servicer	16.51
Motor Equipment Metal Mechanic	20.03
Motor Equipment Metal Worker	18.59
Motor Vehicle Mechanic	20.03
Motor Vehicle Mechanic Helper	15.47
Motor Vehicle Upholstery Worker	17.54
Motor Vehicle Wrecker	18.59
Painter, Automotive	19.32
Radiator Repair Specialist	18.59
Tire Repairer	15.18
Transmission Repair Specialist	20.03

Food Preparation and Service Occupations

Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	8.16
Meat Cutter	12.72
Waiter/Waitress	8.04

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69
Upholsterer	18.38

General Services and Support Occupations

Cleaner, Vehicles	8.57
Elevator Operator	10.79
Gardener	12.14
House Keeping Aid I	7.51
House Keeping Aid II	9.42
Janitor	9.83
Laborer, Grounds Maintenance	10.12
Maid or Houseman	7.70
Pest Controller	12.18
Refuse Collector	9.38
Tractor Operator	11.65
Window Cleaner	10.63

Health Occupations

Dental Assistant	12.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.16
Licensed Practical Nurse I	11.45
Licensed Practical Nurse II	12.89
Licensed Practical Nurse III	14.40
Medical Assistant	11.31
Medical Laboratory Technician	12.00
Medical Record Clerk	12.44
Medical Record Technician	13.62
Nursing Assistant I	7.98
Nursing Assistant II	8.98
Nursing Assistant III	9.79
Nursing Assistant IV	10.99
Pharmacy Technician	12.26
Phlebotomist	10.21
Registered Nurse I	16.74

Registered Nurse II	21.32
Registered Nurse II, Specialist	21.32
Registered Nurse III	27.03
Registered Nurse III, Anesthetist	27.03
Registered Nurse IV	31.01

Information and Arts Occupations

Audiovisual Librarian	17.42
Exhibits Specialist I	18.48
Exhibits Specialist II	21.73
Exhibits Specialist III	25.85
Illustrator I	16.95
Illustrator II	19.75
Illustrator III	23.50
Librarian	22.55
Library Technician	11.72
Photographer I	12.22
Photographer II	15.71
Photographer III	16.93
Photographer IV	20.69
Photographer V	25.05

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.19
Counter Attendant	7.19
Dry Cleaner	9.32
Finisher, Flatwork, Machine	7.19
Presser, Hand	7.19
Presser, Machine, Drycleaning	7.19
Presser, Machine, Shirts	7.19
Presser, Machine, Wearing Apparel, Laundry	7.19
Sewing Machine Operator	10.00
Tailor	10.67
Washer, Machine	7.97

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.38
Tool and Die Maker	24.88

Material Handling and Packing Occupations

Forklift Operator	13.47
Fuel Distribution System Operator	15.71
Material Coordinator	18.25
Material Expediter	18.25
Material Handling Laborer	14.72
Order Filler	12.29
Production Line Worker (Food Processing)	15.32
Shipping Packer	11.32
Shipping/Receiving Clerk	11.32

Stock Clerk (Shelf Stocker; Store Worker II)	14.43
Store Worker I	10.73
Tools and Parts Attendant	15.32
Warehouse Specialist	15.32

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.06
Aircraft Mechanic Helper	14.72
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.69
Aircraft Worker	17.69
Appliance Mechanic	18.38
Bicycle Repairer	15.18
Cable Splicer	23.09
Carpenter, Maintenance	19.33
Carpet Layer	17.69
Electrician, Maintenance	22.89
Electronics Technician, Maintenance I	17.46
Electronics Technician, Maintenance II	26.65
Electronics Technician, Maintenance III	27.20
Fabric Worker	16.69
Fire Alarm System Mechanic	19.06
Fire Extinguisher Repairer	15.71
Fuel Distribution System Mechanic	19.06
General Maintenance Worker	17.69
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.06
Heavy Equipment Operator	19.20
Instrument Mechanic	19.06
Laborer	9.52
Locksmith	18.38
Machinery Maintenance Mechanic	19.06
Machinist, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	22.41
Office Appliance Repairer	18.38
Painter, Aircraft	20.22
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneudraulic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.69
Sheet-Metal Worker, Maintenance	22.02
Small Engine Mechanic	17.69
Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06

Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71

Miscellaneous Occupations

Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	7.40
Desk Clerk	8.17
Embalmer	17.51
Lifeguard	9.48
Mortician	18.04
Park Attendant (Aide)	11.91
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	11.72
Sales Clerk	9.03
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.41
Survey Party Chief (Chief of Party)	15.54
Surveying Aide	9.66
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.23
Swimming Pool Operator	13.26
Vending Machine Attendant	11.03
Vending Machine Repairer	13.26
Vending Machine Repairer Helper	11.03

Personal Needs Occupations

Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.97
Homemaker	13.00

Plant and System Operation Occupations

Boiler Tender	19.12
Sewage Plant Operator	18.44
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38

Protective Service Occupations

Alarm Monitor	12.88
Corrections Officer	15.72
Court Security Officer	17.49
Detention Officer	15.72
Firefighter	16.92
Guard I	9.87

Guard II	16.07
Police Officer	18.65

Stevedoring/Longshoremen Occupations

Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.38
Air Traffic Control Specialist, Station (2)	19.57
Air Traffic Control Specialist, Terminal (2)	21.56
Archeological Technician I	13.06
Archeological Technician II	14.60
Archeological Technician III	18.09
Cartographic Technician	20.86
Civil Engineering Technician	18.62
Computer Based Training (CBT) Specialist/ Instructor	23.65
Drafter I	14.52
Drafter II	15.70
Drafter III	19.48
Drafter IV	22.71
Engineering Technician I	15.54
Engineering Technician II	19.08
Engineering Technician III	21.95
Engineering Technician IV	24.41
Engineering Technician V	29.54
Engineering Technician VI	32.73
Environmental Technician	18.62
Flight Simulator/Instructor (Pilot)	26.93
Graphic Artist	20.91
Instructor	22.12
Laboratory Technician	16.63
Mathematical Technician	18.62
Paralegal/Legal Assistant I	13.46
Paralegal/Legal Assistant II	17.52
Paralegal/Legal Assistant III	21.42
Paralegal/Legal Assistant IV	25.92
Photooptics Technician	16.93
Technical Writer	21.41
Unexploded (UXO) Safety Escort	18.04
Unexploded (UXO) Sweep Personnel	18.04
Unexploded Ordnance (UXO) Technician I	18.04
Unexploded Ordnance (UXO) Technician II	21.83
Unexploded Ordnance (UXO) Technician III	26.16
Weather Observer, Combined Upper Air and Surface Programs (3)	15.72
Weather Observer, Senior (3)	19.15

Weather Observer, Upper Air (3)

15.72

Transportation/ Mobile Equipment Operation Occupations

Bus Driver

15.27

Parking and Lot Attendant

8.67

Shuttle Bus Driver

12.71

Taxi Driver

10.65

Truckdriver, Heavy Truck

17.81

Truckdriver, Light Truck

12.71

Truckdriver, Medium Truck

17.05

Truckdriver, Tractor-Trailer

17.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

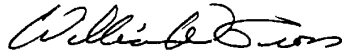
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Director

Division of
Wage Determinations

Wage Determination No.: 1994-2309
Revision No.: 26
Date of Last Revision: 06/06/2002

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson
Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.22
01012	Accounting Clerk II	12.21
01013	Accounting Clerk III	14.49
01014	Accounting Clerk IV	18.57
01030	Court Reporter	14.22
01050	Dispatcher, Motor Vehicle	12.79
01060	Document Preparation Clerk	11.36
01070	Messenger (Courier)	9.14
01090	Duplicating Machine Operator	11.36
01110	Film/Tape Librarian	10.89
01115	General Clerk I	8.29
01116	General Clerk II	9.95
01117	General Clerk III	11.34
01118	General Clerk IV	14.03
01120	Housing Referral Assistant	15.51
01131	Key Entry Operator I	9.04
01132	Key Entry Operator II	10.52
01191	Order Clerk I	9.07
01192	Order Clerk II	11.68
01261	Personnel Assistant (Employment) I	11.50
01262	Personnel Assistant (Employment) II	12.92
01263	Personnel Assistant (Employment) III	15.37
01264	Personnel Assistant (Employment) IV	17.06
01270	Production Control Clerk	15.85
01290	Rental Clerk	12.25
01300	Scheduler, Maintenance	12.33
01311	Secretary I	12.43
01312	Secretary II	14.39
01313	Secretary III	15.64

01314	Secretary IV	19.44
01315	Secretary V	23.75
01320	Service Order Dispatcher	12.17
01341	Stenographer I	12.03
01342	Stenographer II	13.41
01400	Supply Technician	19.28
01420	Survey Worker (Interviewer)	12.60
01460	Switchboard Operator-Receptionist	10.37
01510	Test Examiner	14.27
01520	Test Proctor	14.27
01531	Travel Clerk I	9.10
01532	Travel Clerk II	9.80
01533	Travel Clerk III	10.45
01611	Word Processor I	11.65
01612	Word Processor II	13.44
01613	Word Processor III	17.17

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	10.67
03041	Computer Operator I	10.95
03042	Computer Operator II	13.63
03043	Computer Operator III	18.25
03044	Computer Operator IV	20.64
03045	Computer Operator V	22.47
03071	Computer Programmer I (1)	18.57
03072	Computer Programmer II (1)	18.71
03073	Computer Programmer III (1)	22.06
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.26
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.28

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	20.33
05010	Automotive Glass Installer	17.92
05040	Automotive Worker	17.92
05070	Electrician, Automotive	18.69
05100	Mobile Equipment Servicer	16.35
05130	Motor Equipment Metal Mechanic	19.47
05160	Motor Equipment Metal Worker	17.92
05190	Motor Vehicle Mechanic	18.29
05220	Motor Vehicle Mechanic Helper	15.18
05250	Motor Vehicle Upholstery Worker	17.13
05280	Motor Vehicle Wrecker	17.92
05310	Painter, Automotive	18.69
05340	Radiator Repair Specialist	17.92
05370	Tire Repairer	15.80
05400	Transmission Repair Specialist	19.47

07000	Food Preparation and Service Occupations	
	Food Service Worker	7.80
07010	Baker	10.97
07041	Cook I	10.02
07042	Cook II	10.97
07070	Dishwasher	7.97
07130	Meat Cutter	11.37
07250	Waiter/Waitress	7.85
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.69
09040	Furniture Handler	12.84
09070	Furniture Refinisher	18.69
09100	Furniture Refinisher Helper	15.18
09110	Furniture Repairer, Minor	17.13
09130	Upholsterer	18.69
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.59
11060	Elevator Operator	9.60
11090	Gardener	13.11
11121	House Keeping Aid I	7.89
11122	House Keeping Aid II	9.60
11150	Janitor	9.31
11210	Laborer, Grounds Maintenance	10.27
11240	Maid or Houseman	7.89
11270	Pest Controller	13.71
11300	Refuse Collector	10.31
11330	Tractor Operator	12.29
11360	Window Cleaner	10.31
12000	Health Occupations	
12020	Dental Assistant	11.81
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.80
12071	Licensed Practical Nurse I	12.06
12072	Licensed Practical Nurse II	13.51
12073	Licensed Practical Nurse III	15.12
12100	Medical Assistant	10.23
12130	Medical Laboratory Technician	13.35
12160	Medical Record Clerk	11.84
12190	Medical Record Technician	13.08
12221	Nursing Assistant I	7.95
12222	Nursing Assistant II	8.73
12223	Nursing Assistant III	9.29
12224	Nursing Assistant IV	10.76
12250	Pharmacy Technician	11.66
12280	Phlebotomist	10.17

12311	Registered Nurse I	18.94
12312	Registered Nurse II	23.07
12313	Registered Nurse II, Specialist	23.07
12314	Registered Nurse III	27.91
12315	Registered Nurse III, Anesthetist	27.91
12316	Registered Nurse IV	33.45
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.85
13011	Exhibits Specialist I	16.67
13012	Exhibits Specialist II	20.39
13013	Exhibits Specialist III	21.97
13041	Illustrator I	17.19
13042	Illustrator II	21.02
13043	Illustrator III	22.65
13047	Librarian	21.34
13050	Library Technician	11.45
13071	Photographer I	14.61
13072	Photographer II	16.39
13073	Photographer III	20.04
13074	Photographer IV	21.59
13075	Photographer V	26.11
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.45
15030	Counter Attendant	7.45
15040	Dry Cleaner	8.86
15070	Finisher, Flatwork, Machine	7.45
15090	Presser, Hand	7.45
15100	Presser, Machine, Drycleaning	7.45
15130	Presser, Machine, Shirts	7.45
15160	Presser, Machine, Wearing Apparel, Laundry	7.45
15190	Sewing Machine Operator	9.42
15220	Tailor	9.97
15250	Washer, Machine	8.20
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	20.91
19040	Tool and Die Maker	24.58
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.35
21020	Material Coordinator	17.81
21030	Material Expediter	17.81
21040	Material Handling Laborer	18.89
21050	Order Filler	11.74
21071	Forklift Operator	14.38
21080	Production Line Worker (Food Processing)	14.36
21100	Shipping/Receiving Clerk	13.96

21130	Shipping Packer	13.44
21140	Store Worker I	9.55
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.54
21210	Tools and Parts Attendant	14.36
21400	Warehouse Specialist	13.38
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	20.36
23040	Aircraft Mechanic Helper	15.46
23050	Aircraft Quality Control Inspector	20.61
23060	Aircraft Servicer	17.45
23070	Aircraft Worker	18.25
23100	Appliance Mechanic	18.69
23120	Bicycle Repairer	15.80
23125	Cable Splicer	21.83
23130	Carpenter, Maintenance	24.11
23140	Carpet Layer	21.82
23160	Electrician, Maintenance	22.88
23181	Electronics Technician, Maintenance I	19.67
23182	Electronics Technician, Maintenance II	23.36
23183	Electronics Technician, Maintenance III	23.54
23260	Fabric Worker	17.13
23290	Fire Alarm System Mechanic	19.74
23310	Fire Extinguisher Repairer	16.35
23340	Fuel Distribution System Mechanic	19.74
23370	General Maintenance Worker	17.33
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.74
23430	Heavy Equipment Mechanic	19.74
23440	Heavy Equipment Operator	21.59
23460	Instrument Mechanic	19.74
23470	Laborer	11.52
23500	Locksmith	18.69
23530	Machinery Maintenance Mechanic	19.34
23550	Machinist, Maintenance	21.31
23580	Maintenance Trades Helper	15.18
23640	Millwright	19.74
23700	Office Appliance Repairer	18.69
23740	Painter, Aircraft	20.07
23760	Painter, Maintenance	20.18
23790	Pipefitter, Maintenance	24.16
23800	Plumber, Maintenance	23.43
23820	Pneudraulic Systems Mechanic	19.47
23850	Rigger	19.47
23870	Scale Mechanic	17.92
23890	Sheet-Metal Worker, Maintenance	22.10
23910	Small Engine Mechanic	17.92
23930	Telecommunication Mechanic I	19.47
23931	Telecommunication Mechanic II	20.24
23950	Telephone Lineman	19.47

23960	Welder, Combination, Maintenance	19.47
23965	Well Driller	19.47
23970	Woodcraft Worker	19.47
23980	Woodworker	16.35
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.12
24580	Child Care Center Clerk	11.30
24600	Chore Aid	7.26
24630	Homemaker	10.84
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.55
25040	Sewage Plant Operator	19.15
25070	Stationary Engineer	20.55
25190	Ventilation Equipment Tender	15.18
25210	Water Treatment Plant Operator	18.69
27000	Protective Service Occupations	
	Police Officer	18.31
27004	Alarm Monitor	13.68
27006	Corrections Officer	15.94
27010	Court Security Officer	16.90
27040	Detention Officer	15.94
27070	Firefighter	18.37
27101	Guard I	9.78
27102	Guard II	15.47
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.40
28020	Hatch Tender	15.69
28030	Line Handler	15.69
28040	Stevedore I	14.61
28050	Stevedore II	15.94
29000	Technical Occupations	
21150	Graphic Artist	20.73
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.72
29024	Archeological Technician II	16.46
29025	Archeological Technician III	20.39
29030	Cartographic Technician	23.04
29035	Computer Based Training (CBT) Specialist/ Instructor	25.26
29040	Civil Engineering Technician	18.85
29061	Drafter I	15.11
29062	Drafter II	17.08
29063	Drafter III	20.75

29064	Drafter IV	23.45
29081	Engineering Technician I	14.58
29082	Engineering Technician II	16.38
29083	Engineering Technician III	19.32
29084	Engineering Technician IV	25.62
29085	Engineering Technician V	30.55
29086	Engineering Technician VI	37.91
29090	Environmental Technician	19.51
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.94
29210	Laboratory Technician	18.96
29240	Mathematical Technician	19.41
29361	Paralegal/Legal Assistant I	13.96
29362	Paralegal/Legal Assistant II	18.41
29363	Paralegal/Legal Assistant III	21.78
29364	Paralegal/Legal Assistant IV	26.36
29390	Photooptics Technician	22.45
29480	Technical Writer	24.52
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	19.10
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.46
29622	Weather Observer, Upper Air (3)	17.46
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	14.40
31260	Parking and Lot Attendant	9.69
31290	Shuttle Bus Driver	15.04
31300	Taxi Driver	10.06
31361	Truckdriver, Light Truck	14.83
31362	Truckdriver, Medium Truck	15.62
31363	Truckdriver, Heavy Truck	19.88
31364	Truckdriver, Tractor-Trailer	19.88
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.51
99030	Cashier	7.73
99041	Carnival Equipment Operator	11.69
99042	Carnival Equipment Repairer	12.47
99043	Carnival Worker	8.25
99050	Desk Clerk	7.84
99095	Embalmer	20.08
99300	Lifeguard	8.82
99310	Mortician	20.08
99350	Park Attendant (Aide)	11.07

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.82
99500	Recreation Specialist	12.33
99510	Recycling Worker	13.66
99610	Sales Clerk	8.82
99620	School Crossing Guard (Crosswalk Attendant)	8.05
99630	Sport Official	8.82
99658	Survey Party Chief (Chief of Party)	12.18
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.07
99660	Surveying Aide	8.07
99690	Swimming Pool Operator	12.12
99720	Vending Machine Attendant	10.33
99730	Vending Machine Repairer	12.07
99740	Vending Machine Repairer Helper	10.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2311
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	7.30
01012	Accounting Clerk II	9.58
01013	Accounting Clerk III	10.98
01014	Accounting Clerk IV	13.86
01030	Court Reporter	10.84
01050	Dispatcher, Motor Vehicle	10.84
01060	Document Preparation Clerk	9.55
01070	Messenger (Courier)	6.86
01090	Duplicating Machine Operator	9.55
01110	Film/Tape Librarian	9.13
01115	General Clerk I	7.57
01116	General Clerk II	8.59
01117	General Clerk III	11.16
01118	General Clerk IV	13.87
01120	Housing Referral Assistant	13.76
01131	Key Entry Operator I	8.23
01132	Key Entry Operator II	9.66
01191	Order Clerk I	8.76
01192	Order Clerk II	11.61
01261	Personnel Assistant (Employment) I	10.52
01262	Personnel Assistant (Employment) II	10.71
01263	Personnel Assistant (Employment) III	12.19
01264	Personnel Assistant (Employment) IV	13.74
01270	Production Control Clerk	12.90
01290	Rental Clerk	8.66
01300	Scheduler, Maintenance	10.73
01311	Secretary I	10.73
01312	Secretary II	12.21
01313	Secretary III	13.76
01314	Secretary IV	15.25

01315	Secretary V	18.30
01320	Service Order Dispatcher	9.53
01341	Stenographer I	9.33
01342	Stenographer II	10.66
01400	Supply Technician	15.25
01420	Survey Worker (Interviewer)	10.17
01460	Switchboard Operator-Receptionist	8.59
01510	Test Examiner	12.21
01520	Test Proctor	12.21
01531	Travel Clerk I	9.42
01532	Travel Clerk II	10.19
01533	Travel Clerk III	10.93
01611	Word Processor I	8.94
01612	Word Processor II	10.60
01613	Word Processor III	11.88

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	9.56
03041	Computer Operator I	11.04
03042	Computer Operator II	12.94
03043	Computer Operator III	15.40
03044	Computer Operator IV	16.48
03045	Computer Operator V	18.29
03071	Computer Programmer I (1)	15.36
03072	Computer Programmer II (1)	18.04
03073	Computer Programmer III (1)	21.45
03074	Computer Programmer IV (1)	26.70
03101	Computer Systems Analyst I (1)	20.92
03102	Computer Systems Analyst II (1)	24.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.04

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	13.84
05010	Automotive Glass Installer	12.60
05040	Automotive Worker	12.60
05070	Electrician, Automotive	13.49
05100	Mobile Equipment Servicer	11.34
05130	Motor Equipment Metal Mechanic	13.84
05160	Motor Equipment Metal Worker	12.60
05190	Motor Vehicle Mechanic	13.84
05220	Motor Vehicle Mechanic Helper	10.65
05250	Motor Vehicle Upholstery Worker	12.28
05280	Motor Vehicle Wrecker	12.60
05310	Painter, Automotive	13.29
05340	Radiator Repair Specialist	12.60
05370	Tire Repairer	10.96
05400	Transmission Repair Specialist	13.84

07000	Food Preparation and Service Occupations	
	Food Service Worker	7.28
07010	Baker	9.86
07041	Cook I	8.37
07042	Cook II	8.96
07070	Dishwasher	6.71
07130	Meat Cutter	11.24
07250	Waiter/Waitress	6.72
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	13.29
09040	Furniture Handler	10.52
09070	Furniture Refinisher	14.62
09100	Furniture Refinisher Helper	12.95
09110	Furniture Repairer, Minor	13.09
09130	Upholsterer	13.29
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.82
11060	Elevator Operator	7.82
11090	Gardener	9.81
11121	House Keeping Aid I	7.11
11122	House Keeping Aid II	7.72
11150	Janitor	7.82
11210	Laborer, Grounds Maintenance	8.37
11240	Maid or Houseman	6.74
11270	Pest Controller	11.25
11300	Refuse Collector	7.10
11330	Tractor Operator	9.11
11360	Window Cleaner	8.49
12000	Health Occupations	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	9.59
12072	Licensed Practical Nurse II	10.76
12073	Licensed Practical Nurse III	12.04
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	9.77
12160	Medical Record Clerk	9.27
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.17
12222	Nursing Assistant II	9.18
12223	Nursing Assistant III	10.02
12224	Nursing Assistant IV	11.24
12250	Pharmacy Technician	12.19
12280	Phlebotomist	10.76

12311	Registered Nurse I	14.51
12312	Registered Nurse II	17.76
12313	Registered Nurse II, Specialist	17.76
12314	Registered Nurse III	21.49
12315	Registered Nurse III, Anesthetist	21.49
12316	Registered Nurse IV	25.74
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	15.58
13011	Exhibits Specialist I	18.13
13012	Exhibits Specialist II	22.20
13013	Exhibits Specialist III	24.62
13041	Illustrator I	18.13
13042	Illustrator II	22.20
13043	Illustrator III	24.62
13047	Librarian	17.31
13050	Library Technician	10.38
13071	Photographer I	10.99
13072	Photographer II	14.33
13073	Photographer III	17.55
13074	Photographer IV	21.41
13075	Photographer V	25.98
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.04
15030	Counter Attendant	7.04
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	7.04
15090	Presser, Hand	7.04
15100	Presser, Machine, Drycleaning	7.04
15130	Presser, Machine, Shirts	7.04
15160	Presser, Machine, Wearing Apparel, Laundry	7.04
15190	Sewing Machine Operator	9.75
15220	Tailor	10.42
15250	Washer, Machine	7.74
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	14.62
19040	Tool and Die Maker	18.61
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	12.47
21020	Material Coordinator	13.93
21030	Material Expediter	12.90
21040	Material Handling Laborer	10.51
21050	Order Filler	10.87
21071	Forklift Operator	10.59
21080	Production Line Worker (Food Processing)	11.69
21100	Shipping/Receiving Clerk	10.52

21130	Shipping Packer	11.27
21140	Store Worker I	8.56
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.14
21210	Tools and Parts Attendant	11.69
21400	Warehouse Specialist	11.69
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	15.22
23040	Aircraft Mechanic Helper	11.72
23050	Aircraft Quality Control Inspector	17.82
23060	Aircraft Servicer	13.09
23070	Aircraft Worker	13.86
23100	Appliance Mechanic	14.62
23120	Bicycle Repairer	10.96
23125	Cable Splicer	15.22
23130	Carpenter, Maintenance	13.29
23140	Carpet Layer	13.86
23160	Electrician, Maintenance	15.70
23181	Electronics Technician, Maintenance I	13.12
23182	Electronics Technician, Maintenance II	17.00
23183	Electronics Technician, Maintenance III	17.85
23260	Fabric Worker	11.90
23290	Fire Alarm System Mechanic	15.22
23310	Fire Extinguisher Repairer	12.95
23340	Fuel Distribution System Mechanic	15.22
23370	General Maintenance Worker	12.60
23400	Heating, Refrigeration and Air Conditioning Mechanic	13.84
23430	Heavy Equipment Mechanic	14.01
23440	Heavy Equipment Operator	15.22
23460	Instrument Mechanic	15.22
23470	Laborer	9.37
23500	Locksmith	13.29
23530	Machinery Maintenance Mechanic	15.22
23550	Machinist, Maintenance	14.39
23580	Maintenance Trades Helper	10.65
23640	Millwright	15.22
23700	Office Appliance Repairer	14.62
23740	Painter, Aircraft	15.28
23760	Painter, Maintenance	13.84
23790	Pipefitter, Maintenance	15.22
23800	Plumber, Maintenance	15.92
23820	Pneudraulic Systems Mechanic	15.22
23850	Rigger	15.22
23870	Scale Mechanic	13.86
23890	Sheet-Metal Worker, Maintenance	15.15
23910	Small Engine Mechanic	12.60
23930	Telecommunication Mechanic I	15.22
23931	Telecommunication Mechanic II	15.83
23950	Telephone Lineman	15.22

23960	Welder, Combination, Maintenance	13.84
23965	Well Driller	15.22
23970	Woodcraft Worker	15.22
23980	Woodworker	12.28
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.50
24580	Child Care Center Clerk	12.05
24600	Chore Aid	7.18
24630	Homemaker	13.88
25000	Plant and System Operation Occupations	
25010	Boiler Tender	15.85
25040	Sewage Plant Operator	14.62
25070	Stationary Engineer	15.85
25190	Ventilation Equipment Tender	11.72
25210	Water Treatment Plant Operator	14.62
27000	Protective Service Occupations	
	Police Officer	17.54
27004	Alarm Monitor	9.46
27006	Corrections Officer	14.42
27010	Court Security Officer	15.21
27040	Detention Officer	14.42
27070	Firefighter	14.43
27101	Guard I	6.86
27102	Guard II	11.97
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	13.88
28020	Hatch Tender	13.88
28030	Line Handler	13.88
28040	Stevedore I	12.06
28050	Stevedore II	13.23
29000	Technical Occupations	
21150	Graphic Artist	17.34
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.57
29024	Archeological Technician II	16.30
29025	Archeological Technician III	20.18
29030	Cartographic Technician	20.18
29035	Computer Based Training (CBT) Specialist/ Instructor	20.92
29040	Civil Engineering Technician	17.55
29061	Drafter I	11.97
29062	Drafter II	13.90
29063	Drafter III	18.13

29064	Drafter IV	22.20
29081	Engineering Technician I	11.97
29082	Engineering Technician II	13.90
29083	Engineering Technician III	18.13
29084	Engineering Technician IV	22.20
29085	Engineering Technician V	27.43
29086	Engineering Technician VI	32.87
29090	Environmental Technician	21.00
29100	Flight Simulator/Instructor (Pilot)	23.51
29160	Instructor	17.47
29210	Laboratory Technician	14.00
29240	Mathematical Technician	22.20
29361	Paralegal/Legal Assistant I	12.06
29362	Paralegal/Legal Assistant II	14.06
29363	Paralegal/Legal Assistant III	17.70
29364	Paralegal/Legal Assistant IV	21.44
29390	Photooptics Technician	17.55
29480	Technical Writer	21.81
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.09
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.40
29622	Weather Observer, Upper Air (3)	15.40
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	12.71
31260	Parking and Lot Attendant	8.87
31290	Shuttle Bus Driver	13.05
31300	Taxi Driver	9.23
31361	Truckdriver, Light Truck	13.31
31362	Truckdriver, Medium Truck	13.98
31363	Truckdriver, Heavy Truck	14.34
31364	Truckdriver, Tractor-Trailer	14.34
99000	Miscellaneous Occupations	
99020	Animal Caretaker	7.14
99030	Cashier	7.17
99041	Carnival Equipment Operator	8.31
99042	Carnival Equipment Repairer	8.83
99043	Carnival Worker	7.08
99050	Desk Clerk	8.41
99095	Embalmer	17.39
99300	Lifeguard	9.42
99310	Mortician	16.66
99350	Park Attendant (Aide)	11.84

99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.71
99500	Recreation Specialist	11.65
99510	Recycling Worker	8.03
99610	Sales Clerk	8.24
99620	School Crossing Guard (Crosswalk Attendant)	6.84
99630	Sport Official	8.24
99658	Survey Party Chief (Chief of Party)	16.25
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.56
99660	Surveying Aide	9.40
99690	Swimming Pool Operator	11.57
99720	Vending Machine Attendant	6.96
99730	Vending Machine Repairer	8.91
99740	Vending Machine Repairer Helper	7.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.